

**WISCONSIN**



**DWD**

Department of Workforce Development

# **WIOA Performance Accountability System**



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# Agenda



- Why Performance?
- Transition WIA to WIOA
- WIOA Programs and Measures
- Adjusted Levels of Performance Cycle
- How to **WIN!**

## **References**

**WIOA, Proposed Rules and Proposed Report Templates**

# Why a Performance Accountability System?



## Government Performance Results Act of 1993

Improve the confidence of the American people in the capability of the Federal Government, by systematically holding Federal agencies accountable for achieving program results;

Improve Federal program effectiveness and public accountability by promoting a new focus on results, service quality, and customer satisfaction;

Assist Federal managers improve service delivery, by requiring that they plan for meeting program objectives and by providing them with information about program results and service quality;

## WIOA Section 116

“establish performance accountability measures that apply across the core programs to assess the effectiveness of states and local areas (for core programs...) in achieving positive outcomes for individuals served by those programs.”

# Performance WIA to WIOA



WIOA's new primary indicators focus on outcomes and progress of programs.

## PY 2015

### WIA (Common Measures only)

1. Entered Employment 1<sup>st</sup> Qtr. after exit **(Adult programs)**
2. Employment Retention 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. after exit **(Adult programs)**
3. Six Months Average Earnings 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. after exit **(Adult programs)**
4. Placement in Employment/Education 1<sup>st</sup> Qtr. after exit **(Youth programs)**
5. Attainment of a Degree or Certificate by 3<sup>rd</sup> Qtr. after exit **(Youth programs)**
6. Literacy Numeracy Gains **(Youth programs)**

## PY 2016 and Beyond

### WIOA (Primary Indicators only)

1. Percent Employed 2<sup>nd</sup> Qtr. after exit **(Adult programs)**
  - 1a. Placement in Employment/Education 2<sup>nd</sup> Qtr. after exit **(Youth programs)**
2. Percent Employed 4<sup>th</sup> Qtr. after exit **(Adult programs)** 2a. Placement in Employment/Education 4<sup>th</sup> Qtr. after exit **(Youth programs)**
3. Median Earnings 2<sup>nd</sup> Qtr. after exit **(All programs)**
4. Credential Attainment (up to 1 year after exit) **(All programs except Wagner-Peyser)**
5. Measurable Skill Gains **(All programs except Wagner-Peyser)**
6. Effectiveness in Serving Employers **(All programs)**

# WIOA Core Programs



WIOA measures are applicable to all core programs.

Title 1B: Adult Program

Title 1B: Dislocated Worker Program

Title 1B: Youth Program\*

Title 2: Adult Education Family Literacy Act

Title 3: Wagner Peyser Employment Services\*\*

Title 4: Vocational Rehabilitation Activities

\*Youth Program Variation

\*\* WP ES: Not subject to Credential Attainment Rate, Measurable Skills Gain.

\*\*\*Other federal workforce programs will use these measures.

TAA, JSVG, NDG, DINAP, YouthBuild, MSFW and more

# WIOA Primary Indicators



Unsubsidized employment in 2<sup>nd</sup> Qtr. after exit\*

Unsubsidized employment in 4<sup>th</sup> Qtr. after exit\*

Median Earnings

Credential Attainment Rate\*\*

Measurable Skills Gain\*\*

Employer Measure

\* Title 1B Youth variation adds “or education”.

\*\* WP ES: Not subject to Credential Attainment Rate, Measurable Skills Gain.

# Quarter 2 Unsubsidized Employment



“percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program” WIOA Sec. 116 (b)(2)(A)(i)(I)

Youth Program Only: “percentage of program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program” WIOA Sec. 116 (b)(2)(A)(ii)(I)]

## **Proposed Calculation (ICR, 7/22/2015)**

Excludes “Not in Labor Force” at participation (i.e., those who are not employed and are not actively looking for work, including those who are incarcerated)

Program	Projected Performance (7 Qtrs. in PY 13 and PY 14)	Legacy Performance Entered Employment Rate
Adult	73.8% - 77.4%	75.9% - 77.6%
Dis. Worker	82.6% - 83.6%	81.4% - 84.3%



# Quarter 4 Unsubsidized Employment



“percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program” WIOA Sec. 116 (b)(2)(A)(i)(II)

Youth Program Only: “percentage of program participants who are in education or training, or in unsubsidized employment during the fourth quarter after exit from the program” WIOA Sec. 116 (b)(2)(A)(ii)(II)

## **Proposed Calculation (ICR, 7/22/2015)**

Excludes “Not in Labor Force” at participation (i.e., those who are not employed and are not actively looking for work, including those who are incarcerated)

Program	Projected Performance (7 Qtrs. in PY 13 and PY 14)	Legacy Performance Employment Retention Rate
Adult	72.9% - 75.7%	80.0% - 85.7%
Dis. Worker	75.3% - 83.2%	91.7% - 93.5%



# Quarter 2 Median Earnings



“median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program” WIOA Sec. 116 (b)(2)(A)(i)(III)

## Proposed Calculations:

Median is the middle number of a series.

If an even number of participants then  $(n+1)/2$ .

An example of determining the Median.

1, 3, 5, **7**, 9, 12, 20

Program	Projected Performance (7 Qtrs. in PY 13 and PY 14)	Legacy Performance Average Earnings
Adult	\$4,918 - \$5,030	\$11,636 - \$11,845
Dis. Worker	\$7,163 - \$7,798	\$15,668 - \$16,273
Youth	\$2,364 - \$2,509	Not Measured

# Credential Attainment Rate



“percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program” WIOA Sec. 116 (b)(2)(A)(i)(IV)

## **Secondary Diploma Caveat**

“program participants who obtain a **secondary school diploma** or its recognized equivalent shall be included in the percentage counted as meeting the criterion under such clause only if such participants, in addition to obtaining such diploma or its recognized equivalent, have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.” WIOA Sec. 116 (b)(2)(A)(iii)

## **Additional Analysis:**

The proposed measure is unclear if training participants in education/training programs that do not lead to a credential are included in the denominator.

# Measurable Skills Gain



“percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measureable skill gains toward such a credential or employment”






WIOA Sec. 116 (b)(2)(A)(i)(V)

## **Proposed §677.155**

1. Achievement of at least one educational functioning level of a participation that provides instruction below the post-secondary level.
2. Attainment of HS Diploma or equivalent
3. A transcript or report card for either secondary or post-secondary education for 1 academic year (or 24 credit hours) that shows a participant is achieving the State unit’s policies for academic standards
4. Satisfactory or better progress reports, towards established milestones from an employer who is providing training.
5. Successful completion of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.
- ~~6. Measurable observable performance based on industry standards.~~

# Measurable Skills Gain

Participants can show a measurable skill gain 5 ways.

MEASURABLE SKILL GAINS			
Measure	Actual Number	Actual Outcomes	
Achievement of at least one educational functioning level of a participant in an education program that provides instruction below the post-secondary level	Cohort	Outcomes	    
Attainment of a high school diploma or its equivalent	Cohort	Outcomes	
Transcript or report card for either secondary or post-secondary education for 1 academic year (or 24 credit hours) that shows a participant is achieving the state unit's policies for academic standards	Cohort	Outcomes	
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.)	Cohort	Outcomes	
Successful completion of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	Cohort	Outcomes	
<b>TOTAL</b>	Total of Actual Cohorts	Total of Actual Outcomes	<b>ACTUAL RATE</b>  $\frac{\text{Total of Actual Outcomes}}{\text{Total of Actual Cohorts}}$

“indicators of effectiveness in serving employers established pursuant to clause (iv)” WIOA Sec. 116 (b)(2)(A)(i)(VI)

Secy. DOL, DOE prior to PY 2016, after consultation with stakeholders (outlined in the law) will develop 1 or more primary indicators of effectiveness in serving employers.

## **Proposed §677.155 Possibilities**

1. Employment Retention of participants using the same FEIN.
2. Repeat/Retention rates for employer use of core programs.
3. Percent of employers that are using core program of all employers in an area or State.
4. Determine if this is one shared indicator across all programs or a separate indicator for each core program.



# Possible WIOA Cohort Timeframes

\*Estimated

	PY 2014				PY 2015				PY 2016				PY 2017			
	Jul-Sep 2014	Oct-Dec 2014	Jan-Mar 2015	Apr-Jun 2015	Jul-Sep 2015	Oct-Dec 2015	Jan-Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan-Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017	Jan-Mar 2018	Apr-Jun 2018
Total Participants																
Exiters																
Adult & Dislocated Worker Measures																
Employment Rate (Q2 post-exit)					July 2015 - June 2016				July 2016 - June 2017							
Credential Rate																
Median Earnings																
Employment Rate (Q4 post-exit)			Jan. 2015 - Dec. 2015				Jan. 2016 - Dec. 2016									
Measurable Skills Gains									July 2016 - June 2017				July 2017 - June 2018			
Youth Measures																
Placement in Emp/Ed/Train (Q2 post-exit)					July 2015 - June 2016				July 2016 - June 2017							
Credential Rate																
Median Earnings																
Placement in Emp/Ed/Train (Q4 post-exit)			Jan. 2015 - Dec. 2015				Jan. 2016 - Dec. 2016									
Measurable Skills Gains									July 2016 - June 2017				July 2017 - June 2018			
Employer Measure(s)																
TBD																
NOTES																
Preliminary estimates pending detailed definitions: FOR DISCUSSION ONLY																



# Performance Cycle

## Before the Negotiation(s) (Winter)

Review Statistical Adjustment Model

Submit Expected Levels of Performance  
for Public Comment



## Before the Program Year (Spring)

Set Adjusted Levels of Performance with  
DOL/DOE

Set Adjusted Levels of Performance with  
Local Areas



## WIOA Adjusted Levels of Performance Cycle



## End of Program Year (July)

Apply the Statistical Adjustment Model  
to adjust the Adjusted Level

Determine Pass/Fail

Apply Sanctions



## Program Year (July-June)

Perform!

Monitor for At-Risk Performance

Intervene prior to fail



# Setting Adjusted Performance

- Other States' Adjusted Levels of Performance.
- Objective Statistical Model
  - Economic Conditions
  - Characteristics of Participants
- Continuous improvement; optimal return on investment.
- The levels assist the state in meeting GPRA.

Adjusted Levels are set through negotiation with Department of Labor in conjunction with the Department of Education.

# Determining Pass/Fail

**Fail for 1 is a fail for all (Proposed §677.190)**

Indicator/ Program	Title II Adult Education	Title IV Rehabilitation Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner- Peyser	Average Indicator Score
Employment 2 <sup>nd</sup> Qtr after Exit							1
Employment 4 <sup>th</sup> Qtr after Exit							2
Median Earnings 2 <sup>nd</sup> Qtr After Exit							3
Credential Attainment Rate							4
Measurable Skill Gains	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)		5
Effectiveness in Serving Employers	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	Phase-In §677.190(c)	6
Average Program Score	7	8	9	10	11	12	-

**(1-6) Average Indicator Scores: 90% Rate of Achievement or above**  
**(7-12) Average Program Scores: 90% Rate of Achievement or above**  
**Each Indicator: 50% Rate of Achievement or above**

# Compliance & Accountability



- State\*
  - Year 1: Mandatory Technical Assistance
  - Year 2: 5% reduction in Governor's Reserve
  - Year 3: 5% reduction in Governor's Reserve
- Local
  - Year 1: Mandatory Technical Assistance
  - Year 2: Mandatory Technical Assistance
  - Year 3: Reorganization, prohibit specific providers, other potential actions
  - \* Failure to submit a complete annual report on time elicits 5% reduction in Governor's Reserve. (any year)

# How to Win!



## Do things that:

- Get participants employment soon after exit.
- Match participants with compatible long term employment.
- Get participants good paying employment after exit.

## Training Participants must:

- Be in it for the long haul. (Credentials)

## Provide value for employers:

- To Be Determined.

*“We’ve scrapped the old “train and pray” model — where we train someone to make widgets and then pray there’s a company out there looking for widget-makers.” – Thomas E. Perez, U.S. DOL Secretary*

# Questions?



**WIOA Performance Accountability System**

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